

29. Development of KRIVET Occupation Prospect Index(2008)

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1. Introduction

This study succeeds the 2007 project on “Development of KRIVET Occupation Prospect Index.” The main objective of the 2007 study was to complete the development of the Occupation Prospect Index of 152 jobs from manufacturing and construction industries. In addition to last year’s survey, we have carried out a survey on 165 jobs from management occupations, business and financial operations occupations, social service occupations, sales, personal care and service occupations, farming, fishing, and forestry occupations in this year. The purpose of this study is to afford a credible Occupation Prospect Index of 317 jobs in all occupations synthetically and make it public so as to broaden the understanding of individuals about the world of occupations and thereby support rational career planning. Also, it aims to strengthen the linkage between school and work, and to support the government’s HRD policy.

KRIVET Occupation Prospect Index consists of seven evaluation areas and 23 detailed items as follows: ① compensation - earnings and benefits ② employment conditions - job creation, job growth, and job competition ③ employment stability - full-time employment and job retention ④ career growth prospects - self-development, promotion, and possibility of job change ⑤ working conditions - working hours, physical environment, stress ⑥ professionalism - expert knowledge, autonomy, authority, social reputation, community service, and spirit of calling ⑦ employment equality - gender equality, elder-friendliness.

First of all, we have constructed a database of 17,517 occupation experts using various ways and developed an on-line survey system. Survey period was from May 9th to June 20th, 2008. We received 4,950 responses from

1,082 occupation experts of 165 occupations surveyed this year. They responded to these items for maximum of 10 jobs among 165 jobs which were from management occupations, business and financial operations occupations, social service occupations, sales, personal care and service occupations, farming, fishing, and forestry occupations. They have evaluated 23 detailed items for each job of their choice for present and 10 years later from now.

2. Main Findings

The Occupation Prospect Index(2008) was compiled for the 317 jobs based on occupation experts' responses on 23 detailed survey items. The main results will be presented in three distinguishing time horizons, namely, present, 10 years time, and the difference between the two points in time.

First, according to the Occupation Prospect Index(2008) for the present, business and financial operations occupations showed the highest prospects, followed by management occupations, social service occupations in KECO major group. As looking into the comprehensive Occupation Prospect Index in KECO minor group, finance and insurance related occupations showed the highest prospects, followed by law • police • correction related occupations, IT related occupations, management occupations, and business • finance office work related occupations.

Second, according to the Occupation Prospect Index(2008) for the 10 years time, the occupations with the highest prospects are business and financial operations ones, followed by management occupations and social service occupations in KECO major group. As looking into the comprehensive Occupation Prospect Index(2008) in KECO minor group, finance and insurance related occupations showed the highest prospects, followed by food service related occupations, business • finance • office work related occupations, management occupations, and food processing related occupations.

Third, the analysis of the change in Occupation Prospect Index(2008) for 10 years time showed a significant structural change in the world of occupations. Occupation Prospect Index for present and 10 years later from now had a high correlation. This means that the structure in the world of occupations for present will be kept for 10 years from now.

Prospective occupations of both now and in the future included business •

finance • office work related occupations(experts in human resource and industrial relations, management consultants, etc.), finance and insurance related occupations(investment and credit analyst, financial consultant and fund manager, etc), health and medical service related occupations(doctor, oriental doctor, etc), and engineers in various fields(mechanical/materials /chemical/electronic engineering).

Occupations with weakening occupation prospects of both now and in the future included construction related occupations, such as steel worker, concrete worker, cement masons and concrete finisher, brickmason, plasterer, paperhanger, coal miner, stonemason, construction and mining related worker, driving and transportation related occupations, business and sales related occupations, guard and cleaning related occupations, sewing machine operator, flour milling and polishing related occupations, production worker, packer and packager, farming, fishing, and forestry related occupations(agricultural crop cultivator, fisher and woman diver).

3. Policy Implications

Policy implications of the above analysis are as follows.

First, it is necessary to raise a recognition about engineers and craftsmen and strengthen career education.

Second, it is important to raise a recognition about financial operation, management and social service occupations and cultivate professional manpower in those areas.

Third, more various occupations will be good occupations for each occupation prospect area in the future occupational world. Therefore, it is necessary to strengthen career education that adolescents could form the flexible occupational view.

Fourth, it is required that many jobs will increase to utilize the idle labor force. In order to utilize the female labor force and middle and old people, it is very important to offer them suitable jobs. In addition, to improve working conditions of the small and medium-sized enterprises, government should provide policy countermeasure.

Fifth, it is necessary to prepare the demand-supply alternatives of teachers considering the aging society prospect.